



Department of Fish and Game

FISH AND GAME WARDEN CADET



OPEN - STATEWIDE - 2FG08

CONTINUOUS FILING

FINAL FILING DATE – MARCH 7, 2003

**WHO SHOULD
APPLY**

Persons who meet the minimum qualifications as stated below. This is an open examination. Applications will NOT be accepted on a promotional basis. Career credits will not be granted.

HOW TO APPLY

Application (Form 678) must be **POSTMARKED** no later than the final filing date. **Applications will be accepted on a continuous basis.** Applications postmarked, personally delivered or received via interoffice mail after the final filing date will not be accepted for the current exam.

**WHERE TO
APPLY**

Applications may **ONLY** be filed in person or by mail with the: **DEPARTMENT OF FISH AND GAME, ATTENTION EXAM UNIT, 1416 NINTH STREET, ROOM 1217, P.O. BOX 944209, SACRAMENTO, CALIFORNIA 94244-2090.**

**SPECIAL TESTING
ARRANGEMENTS**

If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the "Examination Application." You will be contacted to make specific arrangements.

SALARY RANGE

Minimum \$2688 – Maximum \$3200: The starting salary is \$2688 per month. Upon appointment, incumbents participate in a Department sponsored Peace Officer Standards and Training (POST) approved basic law enforcement academy which is conducted in Napa, California. Participants will advance to Fish and Game Warden (Range A \$2947-\$3515 or Range B \$3515-\$4221) when they have successfully completed the necessary academy training which lasts approximately 20-22 weeks. Upon graduation from the academy, wardens are required to successfully complete a 10-week field training program. Participants who fail to successfully complete the academy and/or training program will be rejected during probation.

**ADMITTANCE
REQUIREMENTS**

All applicants must meet the education requirements for this exam by **MARCH 7, 2003**, the final filing date. **Citizenship Requirement:** Pursuant to Government Code Section 1031(a), in order to be a peace officer, a person must be either a U.S. citizen or a permanent resident alien who is eligible for and has applied for U.S. citizenship. Denial of an application for citizenship shall result in termination of employment.

Felony Disqualification: You are disqualified from being employed as a peace officer if (1) you have been convicted of a felony in this State or any other state; (2) you have been convicted of any offense in any other state which would have been a felony if committed in this state; (3) you have been convicted of a misdemeanor crime of domestic violence; (4) you have been charged with a felony and adjudged by a superior court to be mentally incompetent; (5) you have been found not guilty by reason of insanity of any felony; (6) you have been determined to be a mentally disordered sex offender; or (7) you have been addicted or in danger of becoming addicted to narcotics, convicted, and committed to a State institution. **Use of "hard" drugs (e.g., heroin, cocaine or hallucinogenic) subsequent to applicant's 18th birthday and prior to applicant's 23rd birthday and less than five years have elapsed from the date of that drug use; or drug use occurred on or after your 23rd birthday and less than 10 years have elapsed from the date of the disclosed or revealed use of the drug shall be grounds for disqualification from the examination.**

THE DEPARTMENT OF FISH AND GAME PROVIDES EQUAL EMPLOYMENT OPPORTUNITIES TO ALL REGARDLESS OF RACE, COLOR, CREED, NATIONAL ORIGIN, ANCESTRY, SEX, MARITAL STATUS, DISABILITY, RELIGIOUS OR POLITICAL AFFILIATION, AGE, OR SEXUAL ORIENTATION.

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORK PLACE, ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS. APPLICANTS FOR STATE SERVICE ARE EXPECTED TO BE DRUG FREE.

SEE REVERSE FOR ADDITIONAL INFORMATION

Disqualification for Domestic Violence: You are disqualified from being employed as a peace officer if you have been convicted of the crime of domestic violence.

Application for Examination Information: In completing item 11 of the Application for Examination, you may answer "NO" to the question "Have you ever been convicted by any court of a felony?" if (1) the record of such an incident has been sealed in accordance with Penal Code sections 851.7, 851.8, 1000.5, 1203.45; or (2) the record of such an incident has been expunged or is expugnable pursuant to Health and Safety Code Section 11361.5, which pertains to various marijuana offenses; or (3) the conviction was under Health and Safety Code Section 11557 or its successor 11366 when that conviction was stipulated or designated to be a lesser included offense of the offense of possession of marijuana. However, you must list the conviction if you have received a release (per Section 1203.4 or 1203.4a of the Penal Code or Welfare and Institutions Code 1172 or 1179) or a pardon (per Section 4852.16 of the Penal Code).

**MINIMUM
QUALIFICATIONS**

Possession of a valid driver's license of the appropriate class (Class C) prior to appointment.
and

Equivalent to completion of two years (60 semester units) of college with 18 semester units in the biological sciences, police science or law enforcement, natural resources conservation, ecology or related fields. (Students who have 30 semester units of college, and have 18 semester units completed in the required or related fields, will be admitted to the examination, but must produce evidence of completion of 60 semester units before they can be considered eligible for appointment.)

(The Department has determined that "related fields" are considered to be: fisheries or wildlife management, marine biology, animal science, environmental science, natural resources, forestry/park management, conservation, botany, ecology, zoology, mammalogy, water quality management, environmental management, oceanography, geology, outdoor recreation, mountaineering, park and recreation management, forestry, wilderness survival, physical science (e.g., chemistry, physics), life science, geography, ornithology, plant taxonomy, herpetology, environmental studies, and entomology.)

NOTE: YOU MUST LIST THE 18 SEMESTER UNITS OF COMPLETED COURSE WORK IN ONE OR A COMBINATION OF THE FIELDS LISTED ABOVE IN ITEM 14 OF THE APPLICATION FOR EXAMINATION OR ATTACH A SEPARATE SHEET OF PAPER TO BE ADMITTED INTO THE EXAMINATION. WITHOUT THIS INFORMATION YOUR APPLICATION WILL BE REJECTED.

Special Personal Characteristics: Willingness to work unusual hours and on Saturdays, Sundays, and holidays; willingness to live and work throughout the State; satisfactory record as a law-abiding citizen; neat personal appearance, tact; reliability; keenness of observation; interest in and aptitude for fish and wildlife conservation and law enforcement work.

Special Physical Requirements: Sound physical condition, ability to swim, and hearing adequate to perform the duties of the position; visual acuity of not less than 20/40 in each eye without correction and corrected to not less than 20/20 in each eye; normal color vision as measured by the Ishihara Pseudoisochromatic Plate Test or for persons failing the Ishihara, the Farnsworth D-15 Arrangement Test; a peripheral field of view of at least 120 degrees of horizontal extent and 100 degrees of vertical extent, with no evidence of scotomas (nonseeing areas) within the full visual field of each eye.

Additional Desirable Qualifications: Ability to use word processing software on personal computers; ability to make minor vehicle repairs when service is not available; ability to safely operate fish and game vessels.

AGE LIMITATION

Minimum age requirement – 18 years of age

**POSITION
DESCRIPTION**

Fish and Game Warden Cadet is the recruiting and training level for persons interested in a career as a Fish and Game Warden. Under close supervision, incumbents participate in a basic Peace Officer Standards and Training (POST) certified law enforcement training program. Upon completion of the training program it is anticipated that participants will advance to the class of Fish and Game Warden and become a sworn California peace officer. **AS A PEACE OFFICER, YOU WILL BE REQUIRED TO CARRY AND USE FIREARMS.** Positions are located statewide with the Department of Fish and Game.

FISH AND GAME WARDEN CADET

FINAL FILING DATE: MARCH 7, 2003

EXAMINATION INFORMATION

INTERVIEWS WILL NOT BE HELD. This examination will consist of a supplemental application weighted 100.00%. No written test or appraisal interview is required. To obtain a position on the eligible list, candidates must achieve a minimum rating of 70.00% on the supplemental application. The supplemental application is designed to elicit a range of specific information regarding each candidate's knowledge, abilities, and potential to effectively perform the duties of the classification. **CANDIDATES WHO DO NOT COMPLETE AND RETURN THE SUPPLEMENTAL APPLICATION WILL BE DISQUALIFIED.** The supplemental application will be mailed to each accepted applicant during late February or early to mid-March.

SCOPE OF EXAMINATION

Supplemental Application - 100.00%

Ability to:

1. Gather and analyze facts; analyze situations accurately, think and act quickly in emergencies, and take effective action.
2. Reason logically, draw valid conclusions and make appropriate recommendations.
3. Communicate effectively and write clearly and concisely; follow instructions.
4. Establish and maintain effective working relationships with those contacted in the work.
5. Interpret, apply and enforce fish and game laws; learn rules and regulations.
6. Read and interpret maps.
7. Establish and maintain tactful and effective relations with the public.
8. Learn safety and proficiency with firearms, peace officer protective equipment and other equipment used on the job.
9. Administer first aid treatment.

REQUIREMENTS FOR APPOINTMENT:

If you are successful in this examination and are contacted for possible employment you will be required to complete the following:

Background Investigation Information: You will be required to complete a personal history statement where you will be required to divulge information related to any driving violations, arrests and/or convictions that was not required when completing items 10 and 11 on the Application for Examination. A thorough investigation will be conducted into each successful candidate's background to determine if he/she meets the following POST job dimensions for peace officers in California.

Communication Skills; Learning Ability; Observational Skills; Interest in People; Desire for Self-Improvement; Dependability; Operation of a Motor Vehicle; Problem-Solving Ability; Judgment Under Pressure; Appearance; Willingness to Confront Problems; Interpersonal Sensitivity; Physical Ability; Integrity; Credibility as a Witness in Court.

Also, you will be required to be fingerprinted and submitted to the California Department of Justice and the FBI to check for criminal history. A polygraph examination is also used to verify the information submitted by each applicant during the examination process. Specific areas covered in the background investigation include: **Personal Information; Relatives and References; Experience and Employment ; Education; Residences; Military Service; Motor Vehicle Operation; Legal; Financial; and General Information.**

Drug Testing Requirement: You will be required to pass a drug screening test.

Psychological Screening – Pass/Fail: You will be required to take and pass a psychological evaluation. The evaluation will measure maturity levels, impulse control and suitability for work as a Fish and Game Warden Cadet.

Medical and Physical Performance Test – Pass/Fail: You will be required to take and successfully complete a medical examination, a visual acuity and color vision test, and a physical performance test that measures strength and endurance.

ELIGIBLE LIST INFORMATION

The list will be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.

VETERANS PREFERENCE

Veterans preference credits will be added to the final score of all competitors who are successful in this examination and who qualify for and have requested these points. Due to changes in the law, which were effective January 1, 1996, **VETERANS WHO HAVE ACHIEVED PERMANENT CIVIL SERVICE STATUS ARE NOT ELIGIBLE TO RECEIVE CREDITS.**

CONTINUED OF PAGE 4

GENERAL INFORMATION

It is the candidate's responsibility to contact the Department of Fish and Game, Human Resources Branch, three days prior to the written test date if he/she has not received his/her notice.

For an examination without a written feature it is the candidate's responsibility to contact the Department of Fish and Game, Human Resources Branch, (916) 653-8120, four weeks after the final filing date if he/she has not received a progress notice.

If a candidate's notice of oral interview or performance test fails to reach him/her prior to the day of the interview due to a verified postal error, he/she will be rescheduled upon written request.

Applications are available at local offices of the Employment Development Department and the Department of Fish and Game.

If you meet the requirements stated on this bulletin, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be compared with the performance of others who take this test, and all candidates who pass will be ranked according to their scores.

The Department of Fish and Game reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

Examination Locations: Written tests and oral interviews are ordinarily scheduled in Sacramento, Long Beach, Napa, Redding and Fresno. However, locations of interviews may be limited or extended as the number of candidates and conditions warrant.

Eligible Lists: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional; 2) departmental promotional; 3) multidepartmental promotional; 4) servicewide promotional; 5) departmental open; 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in from one to four years unless otherwise stated on this bulletin.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

Interview Scope: If an interview is conducted, in addition to the scope described on this bulletin, the panel will consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight will be given to the breadth and recency of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her experience. Evaluation of a candidate's personal development will include consideration of his/her recognition of his/her own training needs; his/her plans for self-development; and the progress he/she has made in his/her efforts toward self-development.

Veterans Preference: California law allows granting of veterans preference points in open entrance examinations and open nonpromotional examinations. Effective January 1, 1996, VETERANS WHO HAVE ACHIEVED PERMANENT CIVIL SERVICE STATUS ARE NOT ELIGIBLE TO RECEIVE VETERAN'S CREDITS. Directions for applying for veterans preference points are on the Veterans Preference Application form (Form 1093) which is available from the Department of Fish and Game, State Personnel Board offices, written test proctors, and the Department of Veterans Affairs, P.O. Box 942895, Sacramento, CA 94295-0001.

High School Equivalence: Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Education Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

California Relay (Telephone) Service for the Deaf or Hearing-Impaired
From TDD phones: 1-800-735-2929
From voice phones: 1-800-735-2922

BRD: 03/29/02